ODP 0-748
4 JUN 1980

MEMORANDUM FOR: Chief, Position Management and Compensation
Division, OPPPM

FROM: Bruce T. Johnson
Director of Data Processing

SUBJECT: Review of Position Management Survey of
the Office of Data Processing, Selected
Positions

REFERENCES: A. Memo fm C/PMCD dtd 28 Apr 80, same
subject.

B. Memo for the Record dtd 16 Jan 80,
subject: Review of Position Management
Survey of the Office of Data Processing
Selected Positions dated April 1979

1. My formal reply to reference A. is overdue, al-
though informal discussions have, I believe, kept you in-
formed about our progress. I can understand your concern
over the delay in meeting the anticipated schedule in our
joint memo for the record, but I hope you share my gratifi-
cation over the cause of the delay, that is, the active (if
time-consuming) involvement of ODP line managers in the process.
During the original survey these managers abdicated to some
extent their responsibility for understanding and directing
position management and classification within their components,
leaving such matters to staff experts. This has not been the
case during our current review. They are taking the review
very seriously and are trying to approach it systematically,
just as they would any problem presented to systems professionals.

2. I am pleased with this turn of events, and hope
it does not cause you too much inconvenience, because it is
providing my technically oriented managers with an invaluable
personnel management learning experience, causing them to
quantify in FES terms what it is they expect of systems pro-
fessionals at various grade levels in ODP. This translation
of what has been essentially a visceral, but nonetheless
accurate, grading scale to a quantitative and objective set
of factors has been a time consuming project, requiring much
coordination. We have learned much.

STATINTL

3.   By the time you receive this memo, ████████████ should have in draft form what we believe is a comprehensive set of benchmarks for positions in the systems programming job family. My Processing managers and I believe that benchmark development and approval is the most crucial step in our review. That is why we have devoted so much effort to it. If we cannot reach a mutual agreement at the abstract level of a benchmark, then writing position descriptions and performing desk audits will be futile exercises for us.

4.   Once we have reached a mutual understanding on the benchmarks, or have agreed to disagree and appeal to Don Wortman and Harry Fitzwater, we should be in a better position to estimate a realistic timetable for completion of the review. In the meantime we have begun to develop benchmarks for Phase II to keep the review as close to the original schedule as possible.

5.   I understand the position this delay puts you in as a manager and your reasons for assigning ████████████ STATINTL to other pressing surveys. We have been very impressed with his professional and cooperative approach to this review. We would be greatly disturbed if he were unable to carry this review through to completion.

6.   I realize this survey has been in your "unresolved" column far longer than is desirable, but solicit your further patience as we work to complete documentation which should be of great value to ODP and to PMCD in the future.

/s/ Bruce T. Johnson

Bruce T. Johnson

O/D/ODP/████████:ee/6-4-80

STATINTL

Distribution:
  Orig - adse
     1 - C/AS
     2 - ODP Registry
     2 - O/D/ODP

ROUTING AND RECORD SHEET

SUBJECT: (Optional)					
PMCD Survey				ODP # D-556	

FROM:		EXTENSION	NO.	
☐ STATINTL				
C/PMCD			DATE	28 APR 1980
1016 Ames Bldg.		2535		

TO: (Officer designation, room number, and building)	DATE RECEIVED	DATE FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
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2. DD	4/29		G	
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